

EXHIBIT F
CITY OF DYERSVILLE, IOWA
GOAL SETTING SESSION 2024-2025

Teamwork Suggestions

1. More "in city" educating for Mayor and Council - difficult to leave town for events.
 2. More tours of local businesses and discussions with business leaders or business after hour for exposure for economic development.
 3. Continue to keep Mayor & City Council updated on City projects.
 4. Staff Accountability.
 5. Too many distractions-some projects don't get completed on time.
 6. Offer training sessions tied to City Council meetings.
 7. Council packets - need to be provided earlier than Friday afternoon.
 8. Bring concerns to the Department Heads prior to the Council meetings.
 9. Wage & Compensation Study-Assign to City Council Committee for review.
 10. PW staff to continue twice-monthly staff meetings and occasional team-building events.
 11. PW Director to implement plan to spend time in the field with each crew member as "helping hands" to help to build better teamwork, educate the PW Director on the work the crew does, and provide for opportunities to get to know them better.
 12. PW director to continue regular meetings with City Administrator.
 13. PW director to continue twice-annual employee - review meetings with each individual crewmember, in summer (formal review) and winter (less formal), to evaluate worker and supervisor.
 14. Provide for public input and communications through invitational public meetings for residents affected by improvement projects.
 15. PW director to continue thorough and complete monthly staff reports to City Council.
 16. PW Director hereby offers to bring any government official into the field to see what we do or to see first-hand progress on projects.
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